

The Springfield Township Board of Trustees and the Fraternal Order of Police/Ohio Labor Council, Inc agree to the following amendment to address shift bidding and adjustments under Article 16, Section 2 of the collective bargaining agreement. Such amendment shall be effective January 1, 2011 and shall cover the most recent bid. The parties agree that the language is amended as follows:

08/11/11  
10-MED-09-1162/1163  
2299-01/2299-02  
K27241

Amendment:

Article 16 Section 2.

**Adjustments.** The bidding procedure does not apply to special assignment positions. Additionally, although classification seniority generally will govern shift selection, the Employer reserves the right to deviate from this criterion when it determines that the operational needs of the Employer require doing so. Additionally, due to employment liability issues (e.g., hostile work environment, sexual harassment, racial discrimination, and/or other forms of discrimination) and the safety concerns that could potentially arise during a crisis situation, the parties agree that where the results of a bid could detrimentally impact the employment liability or safety concerns as described above, the Employer, at its sole discretion, may take action to adjust the bid. The Employer agrees to articulate the reasons for adjusting the results of a given bid and refrain from using adjustments as a substitute for discipline. If the results of a bid are adjusted so that a member is moved/precluded from a shift, the slot will be re-posted for bid to attempt to achieve a different result. In the event that the issue remains During the re-bid, the Chief will re-post the slot for bid to allow bidding for the slot by seniority, and the moved/precluded member from a shift will be precluded from bidding for the shift from which they were moved/precluded. If an event occurs that would permit shift adjustments to be made during the bid process, but after the bid has taken place, the Chief may transfer the least senior member into the slot at issue and the member being moved/precluded will be moved to the slot from which the least senior member was transferred until the next bid.

FOR THE EMPLOYER

FOR THE FOL/OLC

R. Bruce Kellie

Belli

Deborah Davis

Mike [Signature]

[Signature]

Sgt. [Signature]

Date Signed: 07-28-11

Date Signed: 6/28/11

[Signature] #121

[Signature]

Date Signed: 07-29-11

Date Signed: 16/29/11